**3 Year Professional Development Plan**

**Bonnie Reichert**

**Goal 1:** I will assist and collaborate in staff observations and appraisals for the 2014-2015 school year at Liberty Hill Junior High School

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| ***Activities*** | ***Timeline*** | ***Resources*** | ***Completion Date*** |
| Complete the state required PDAS course. | August 2013 | ESC Region 11  3 day training | August 2013 |
| Practice/observe staff observations for appraisal | Oct 2013-May 2014 | Campus mentor | May 2014 |
| Participate in design of individual PD plan | Oct 2013-May 2014 | Campus Mentor | May 2014 |
| Observe/participate in yearly summative review. | March 2014-May 2014 | Campus Mentor | May 2014 |
| Receive updates on appraisal process. | Fall 2013  Spring 2014 | ESC Leadership Conference | Fall 2013  Spring 2014 |
| **Evaluative Statement:**  Staff appraisal is a significant responsibility of a campus leader. Successful completion of the State of Texas PDAS course will be the first step to being qualified to participate in staff observations and appraisals. Collaboration with the campus mentor will provide authentic practice in the appraisal process. Participating in and contributing to a yearly summative will provide a full overview of the appraisal process and documented practice. | | | |

**TExES Domain II - Competency 006**

**Goal 2:** I will learn participate in the budget process to run the LHISD Junior High campus in for 2015-2016 school year.

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| ***Activities*** | ***Timeline*** | ***Resources*** | ***Completion Date*** |
| Review 2013-2014 budget | August 2013-May 2016 | Campus Mentor | May 2013 |
| Collaborate on technology line items to the budget | March 2014-May 2016 | Campus Mentor | May 2014 |
| Attend School Board meetings | August 2013-May 2016 | Campus Mentor | May 2015 |
| Collaborate on Final Submission of Campus Budget | March 2014-May 2016 | Campus Mentor | May 2016 |
| **Evaluative Statement:**  The process to develop an effective campus budget is crucial to the successful operation of the school environment. Direct participation in the review, development and submission of the campus budget will provide hands on experience in the budget planning and management of campus funds. | | | |

**TExES Domain III - Competency 008**

**Goal 3:** I will learn and practice effective leadership skills that advocates, nurtures, and sustains a positive instructional environment.

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| ***Activities*** | ***Timeline*** | ***Resources*** | ***Completion Date*** |
| Start Reflective Blog | May 2013-May 2016 | BlogSpot <http://reflectiveleader.blogspot.com/> | May 2016 |
| Read and Reflect on the 124 Actions | May 2013-May 2015 | *Leading Every Day*  *124 Actions for Effective Leadership* – Kaser, Mundry, Stiles, Loucks-Horsley | May 2016 |
| Review Blog Comments | May 2013-May 2016 | Blog & Colleague Comments | May 2016 |
| **Evaluative Statement:**  To become an effective campus leader I need to explore and investigate my personal leadership style and actions that I will take as a campus leader. A focused and intentional exploration and reflection of the 124 actions in the text *Leading Every Day* will give me personal practice in leadership. The online blog of my process will provide personal reflection and professional feedback from colleagues. | | | |

**TExES Domain II - Competency 005**